

Grades denoted with b have minimums which will increase annually and are scheduled to reach full implementation July 2018.

DOUGLAS COUNTY PAY PLAN

Effective 07/01/2015

SUBJECT TO CHANGE
BASED UPON LABOR NEGOTIATIONS

PAY GRADE	TITLE	JOB CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
P1	Accountant	1000	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	Accountant Senior	1010	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
A3	Accounting Clerk	1020	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A4	Accounting Clerk Senior	1030	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
M2	Accounting Manager	1035	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
A4	Accounting Specialist	1050	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A5	Administrative Assistant	1090	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
S2b	Administrative Services Manager	2850	\$20.49	\$31.33	\$37.59	\$42,619.20	\$65,166.40	\$78,187.20
PS1	Alternative Sentencing Officer	1130	\$19.10	\$23.88	\$28.66	\$39,728.00	\$49,670.40	\$59,612.80
A4	Alternative Sentencing Specialist	1140	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A2	Animal Care Assistant	1150	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
S2	Animal Services & Care Supervisor	1160	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
T1	Animal Services Officer	1170	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
P1	Appraiser	1190	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2b	Appraiser Senior	1180	\$22.31	\$31.26	\$37.52	\$46,404.80	\$65,020.80	\$78,041.60
A4	Appraiser Trainee	1210	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A2	Apprentice Court Clerk	1580	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A3	Assessor Clerk	1250	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A4	Assessor Clerk Senior	1230	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
M1	Assistant County Clerk/Treasurer	1270	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
D3	Assistant County Manager/CFO	1280	\$48.46	\$60.58	\$72.69	\$100,796.80	\$126,006.40	\$151,195.20
M2	Assistant Director Community Services	1300	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Assistant Director Juvenile Camp Services	1290	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
P1	Assistant Planner	2950	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	Associate Planner	2960	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P1	Budget Analyst	1335	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	Budget Analyst Senior	1260	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
M2	Budget Manager	1337	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
T2	Building Inspector	1340	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
S1	Building Inspector Senior	1350	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
M2	Building Official	1370	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
P1	Building Plans Examiner	1390	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	Business Systems Analyst	1336	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
PS6	Captain	1410	\$38.22	\$47.78	\$57.34	\$79,497.60	\$99,382.40	\$119,267.20
S2	CASA Administrator	1420	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
A5b	CASA Coordinator	2010	\$16.81	\$24.40	\$29.28	\$34,964.80	\$50,752.00	\$60,902.40
A3	Case Manager	1430	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40

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PAY GRADE	TITLE	JOB CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
A5	Case Manager Senior	2830	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
PS5	Chief Alternative Sentencing Officer	1440	\$27.51	\$34.39	\$41.27	\$57,220.80	\$71,531.20	\$85,841.60
P3	Chief Deputy Appraiser	1200	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
S2	Chief Deputy Clerk/Elections	1990	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
L4	Chief Deputy District Attorney - Civil	1470	\$47.71	\$59.64	\$71.57	\$99,236.80	\$124,051.20	\$148,865.60
L4	Chief Deputy District Attorney - Criminal	1480	\$47.71	\$59.64	\$71.57	\$99,236.80	\$124,051.20	\$148,865.60
M1	Chief Deputy Juvenile Probation Officer	1500	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
S2	Chief Deputy Treasurer	1520	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
D1	Chief Juvenile Probation Officer	1530	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Chief Technology Officer	1920	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
A4	Child Support Caseworker	2480	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
S1	Child Support Supervisor	1640	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
P3b	Civil Engineer	1560	\$26.46	\$36.82	\$44.19	\$55,036.80	\$76,585.60	\$91,915.20
P4	Civil Engineer Senior	1550	\$33.35	\$41.69	\$50.02	\$69,368.00	\$86,715.20	\$104,041.60
P1	Civil Engineering Plans Examiner	3100	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P3	Civil Engineering Plans Examiner Senior	1570	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
A4	Clerk to the Board	1575	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
T1	Code Enforcement Officer	1590	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T3	Code Enforcement Officer Senior	1600	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
P2	Community Relations Manager	1620	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
T1	Computer Network Technician	1630	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T2	Computer Network Technician Senior	1670	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Construction Inspector	1680	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T1	Counter Technician-Building	1690	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T1	Counter Technician-Planning	1740	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
M2	County Engineer	2030	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
D4	County Manager	1710	\$64.90	\$76.92	\$88.94	\$134,992.00	\$159,993.60	\$184,995.20
D1	Court Administrator	2350	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
M2	Court IT Manager	1720	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
P1	Court Operations Specialist	1960	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
A3b	Court Records Technician	1730	\$15.02	\$20.31	\$24.38	\$31,241.60	\$42,244.80	\$50,710.40
A2	Culinary Specialist	3110	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A4b	Culinary Specialist Senior	1070	\$15.14	\$22.26	\$26.71	\$31,491.20	\$46,300.80	\$55,556.80
S1	Culinary Supervisor	1700	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
P1	Department Systems IT Coordinator	2230	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
A4	Deputy Clerk/Treasurer - DCEA	1760	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A4b	Deputy Clerk/Treasurer - non-represented	1760	\$15.14	\$22.26	\$26.71	\$31,491.20	\$46,300.80	\$55,556.80

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A5	Deputy Clerk/Treasurer Senior	1830	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
PS1	Deputy Constable	1770	\$19.10	\$23.88	\$28.66	\$39,728.00	\$49,670.40	\$59,612.80
PS2	Deputy Constable Senior	1660	\$21.08	\$26.35	\$31.63	\$43,846.40	\$54,808.00	\$65,790.40
A4b	Deputy Court Clerk	1820	\$15.14	\$22.26	\$26.71	\$31,491.20	\$46,300.80	\$55,556.80
A5	Deputy Court Clerk Senior	1540	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
L1	Deputy District Attorney I	1780	\$31.57	\$39.47	\$47.36	\$65,665.60	\$82,097.60	\$98,508.80
L2	Deputy District Attorney II	1790	\$34.92	\$43.65	\$52.38	\$72,633.60	\$90,792.00	\$108,950.40
L3	Deputy District Attorney III	1800	\$41.00	\$51.25	\$61.50	\$85,280.00	\$106,600.00	\$127,920.00
A3	Deputy Recording Clerk	1750	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A4	Deputy Recording Clerk Senior	1810	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
PS1.5	Deputy Sheriff I	1840	\$20.02	\$23.88	\$28.66	\$41,641.60	\$49,670.40	\$59,612.80
PS2	Deputy Sheriff II	1850	\$21.08	\$26.35	\$31.63	\$43,846.40	\$54,808.00	\$65,790.40
A5	Development Coordinator	1890	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
D2	Director Community Development	1900	\$42.01	\$52.51	\$63.01	\$87,380.80	\$109,220.80	\$131,060.80
D2	Director Community Services/Parks &	1910	\$42.01	\$52.51	\$63.01	\$87,380.80	\$109,220.80	\$131,060.80
D1	Director Emergency Communications	2020	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Director Human Resources	2200	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D2	Director Juvenile Camp Services	1930	\$42.01	\$52.51	\$63.01	\$87,380.80	\$109,220.80	\$131,060.80
D2	Director Public Works	3050	\$42.01	\$52.51	\$63.01	\$87,380.80	\$109,220.80	\$131,060.80
A4	Domestic Violence Coordinator	1980	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A2	Driver - DCEA	3470	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2b	Driver - non-represented	3470	\$11.69	\$16.35	\$19.62	\$24,315.20	\$34,008.00	\$40,809.60
A3	DUI Caseworker/Alternate Sentencing Clerk	2015	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
P3	Economic Vitality Manager	1320	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
T2	Electrical Instrumentation Technician	2240	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
A4	Emergency Communications Specialist	3030	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A5	Emergency Communications Specialist Senior	3035	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A3	Emergency Communications Specialist Trainee	3025	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
S2	Emergency Communications Supervisor	1360	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
M2	Engineering Manager	1545	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
T1	Engineering Technician	2030	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
A5	Evidence Technician	2050	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
P1	Family Support Case Manager	2500	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
T2	Fleet Services Master Technician	2785	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T3	Fleet Services Master Technician Senior	2590	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
T1	Fleet Services Technician	1240	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
S1b	Food Services Supervisor	2090	\$17.02	\$26.84	\$32.21	\$35,401.60	\$55,827.20	\$66,996.80

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A2	Food Services Worker - DCEA	2100	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2b	Food Services Worker - non-represented	2100	\$11.69	\$16.35	\$19.62	\$24,315.20	\$34,008.00	\$40,809.60
A3	Food Services Worker Senior	2080	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
P1	GIS Analyst	2150	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	GIS Analyst Senior	2140	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
T1	GIS Technician	1220	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T2	GIS Technician Senior	1120	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
A2	Homemaker	2160	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
P1	Human Resources Analyst	2170	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	Human Resources Analyst Senior	2190	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
A1	Intern	2250	\$8.50	\$10.63	\$12.75	\$17,680.00	\$22,110.40	\$26,520.00
PS3	Investigator I	2280	\$23.89	\$29.87	\$35.84	\$49,691.20	\$62,129.60	\$74,547.20
PS4	Investigator II	2290	\$25.51	\$31.89	\$38.27	\$53,060.80	\$66,331.20	\$79,601.60
PS3	Investigator-DA	2300	\$23.89	\$29.87	\$35.84	\$49,691.20	\$62,129.60	\$74,547.20
PS4	Investigator-DA Senior	2310	\$25.51	\$31.89	\$38.27	\$53,060.80	\$66,331.20	\$79,601.60
P2	Judicial Executive Assistant	1060	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P3	Judicial Fiscal Management Analyst	1110	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P1	Juvenile Probation Officer	2400	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	Juvenile Probation Officer Senior	2410	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P4	Juvenile Services Psychologist	3600	\$33.35	\$41.69	\$50.02	\$69,368.00	\$86,715.20	\$104,041.60
P1b	Law Clerk	2430	\$20.79	\$27.92	\$33.51	\$43,243.20	\$58,073.60	\$69,700.80
P3b	Law Clerk Senior	2440	\$26.46	\$36.82	\$44.19	\$55,036.80	\$76,585.60	\$91,915.20
A4	Legal Secretary	2470	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A5	Legal Secretary Senior	2460	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
P1	Librarian - DCEA	2490	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P1b	Librarian - non-represented	2490	\$20.79	\$27.92	\$33.51	\$43,243.20	\$58,073.60	\$69,700.80
D1	Library Director	2520	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
A1	Library Page	2530	\$8.50	\$10.63	\$12.75	\$17,680.00	\$22,110.40	\$26,520.00
T1	Library Services Coordinator	2540	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
S2	Library Supervisor	2510	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
A3	Library Technician	2560	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A4	Library Technician Senior	2550	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A1	Mail Services Clerk	2580	\$8.50	\$10.63	\$12.75	\$17,680.00	\$22,110.40	\$26,520.00
P1	Main Street Program Manager	3630	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
S2	Maintenance Operations Supervisor	1860	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
T1	Maintenance Specialist	2670	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T2	Maintenance Specialist Senior	2690	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00

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P1	Management Analyst	1310	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
M1	Manager Community Services	2260	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
M2	Manager GIS & Customer Service	1625	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M1b	Manager Social Services	2750	\$26.00	\$39.57	\$47.48	\$54,080.00	\$82,305.60	\$98,758.40
M2	Manager Technology Infrastructure &	2730	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
P2	Network Security Administrator	2755	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
A2	Office Assistant - DCEA	2820	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2b	Office Assistant - non-represented	2820	\$11.69	\$16.35	\$19.62	\$24,315.20	\$34,008.00	\$40,809.60
A3	Office Specialist - DCEA	2840	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3b	Office Specialist - non-represented	2840	\$15.02	\$20.31	\$24.38	\$31,241.60	\$42,244.80	\$50,710.40
T1	Park Ranger	2910	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T2	Park Ranger Senior	2920	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
A2	Parks Maintenance Assistant	2600	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
M1	Parks Superintendent	3270	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
S2	Parks Supervisor	2930	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
T2	Payroll Coordinator	2940	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
P3	Planner Senior	2990	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
M2	Planning Manager	1330	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Project Manager	3020	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
P3	Public Guardian	3650	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
S1	Recording Supervisor	1870	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
A3	Records Management Clerk	3070	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
S1	Records Management Supervisor	3080	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
A1	Recreation Aide	3090	\$8.50	\$10.63	\$12.75	\$17,680.00	\$22,110.40	\$26,520.00
P1b	Recreation Coordinator	3120	\$20.79	\$27.92	\$33.51	\$43,243.20	\$58,073.60	\$69,700.80
A2	Recreation Leader - DCEA	3130	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A2b	Recreation Leader - non-represented	3130	\$11.69	\$16.35	\$19.62	\$24,315.20	\$34,008.00	\$40,809.60
A3	Recreation Leader Senior	3140	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A3b	Recreation Leader Senior - non-represented	3140	\$15.02	\$20.31	\$24.38	\$31,241.60	\$42,244.80	\$50,710.40
A5	Recreation Specialist - DCEA	1380	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A5b	Recreation Specialist - non-represented	1380	\$16.81	\$24.40	\$29.28	\$34,964.80	\$50,752.00	\$60,902.40
S2	Recreation Supervisor	3160	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
T3	Road Maintenance Coordinator	1400	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
T1	Road Maintenance Operator	3170	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T2	Road Maintenance Operator Senior	3180	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T2	Road Sign Maintenance Specialist	3240	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
A4	Secretary - DCEA	3190	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80

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DOUGLAS COUNTY PAY PLAN

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PAY GRADE	TITLE	JOB CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
A4b	Secretary - non-represented	3190	\$15.14	\$22.26	\$26.71	\$31,491.20	\$46,300.80	\$55,556.80
A3b	Security Officer	3210	\$15.02	\$20.31	\$24.38	\$31,241.60	\$42,244.80	\$50,710.40
PS5.5	Sergeant	3220	\$29.75	\$35.56	\$41.36	\$61,880.00	\$73,964.80	\$86,028.80
A3	Sheriff's Records & Licensing Technician	3230	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
M1b	Sheriff's Records Manager	1950	\$26.00	\$39.57	\$47.48	\$54,080.00	\$82,305.60	\$98,758.40
P3	Staff Attorney	1100	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P3	Stormwater Program Manager	1940	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
P1	Substance Abuse Counselor	1490	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P3	Substance Abuse Counselor Supervisor	3250	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
M2	Superintendent Maintenance & Operations	3475	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Superintendent Town Public Works	3260	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
M2	Superintendent Utility Systems	3300	\$34.96	\$43.69	\$52.43	\$72,716.80	\$90,875.20	\$109,054.40
P2	Systems Administrator	1080	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
P3	Systems Engineer Senior	2775	\$29.46	\$36.82	\$44.19	\$61,276.80	\$76,585.60	\$91,915.20
S2	Tahoe Chief Deputy Clerk/Treasurer	3330	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
T2	Telecommunications Technician	3380	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
A2	Town Maintenance Assistant	2610	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A3	Town Maintenance Specialist	2680	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A4	Town Maintenance Specialist Senior	2720	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
S2	Town Maintenance Supervisor	3490	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20
D1	Town Manager - Gardnerville	2120	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
D1	Town Manager - Minden	2120	\$38.38	\$47.98	\$57.58	\$79,830.40	\$99,798.40	\$119,766.40
M1b	Town Manager-Genoa	2130	\$26.00	\$39.57	\$47.48	\$54,080.00	\$82,305.60	\$98,758.40
A3	Town Sanitation Specialist	1650	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A4	Town Sanitation Specialist Senior	2710	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
M1	Training and Development Manager	2870	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
A4	Transportation Officer	3400	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
S1	Transportation Supervisor	3390	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
PS7	Undersheriff	3410	\$48.51	\$60.64	\$72.77	\$100,900.80	\$126,131.20	\$151,361.60
T1	Utility Systems Technician I	3430	\$18.08	\$22.61	\$27.13	\$37,606.40	\$47,028.80	\$56,430.40
T2	Utility Systems Technician II	3440	\$20.33	\$25.42	\$30.50	\$42,286.40	\$52,873.60	\$63,440.00
T3	Utility Systems Technician Senior	3450	\$22.35	\$27.94	\$33.53	\$46,488.00	\$58,115.20	\$69,742.40
A2	Utility Systems Technician Trainee	3460	\$13.08	\$16.35	\$19.62	\$27,206.40	\$34,008.00	\$40,809.60
A4	Warrants & Extradition Specialist	3610	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
M1	Water Operations Manager	1880	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
A5	Weed Control Program Coordinator	3500	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A4	Youth Camp Maintenance Specialist Senior	1040	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80

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PAY GRADE	TITLE	JOB CODE	HOURLY MIN	HOURLY MID	HOURLY MAX	ANNUAL MIN	ANNUAL MID	ANNUAL MAX
A5b	Youth Detention Counselor	3540	\$16.81	\$24.40	\$29.28	\$34,964.80	\$50,752.00	\$60,902.40
A3	Youth Detention Counselor Trainee	1450	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
S1	Youth Detention Supervisor	3550	\$21.47	\$26.84	\$32.21	\$44,657.60	\$55,827.20	\$66,996.80
P1	Youth Services Case Manager	3570	\$22.34	\$27.92	\$33.51	\$46,467.20	\$58,073.60	\$69,700.80
P2	Youth Services Case Manager Senior	3590	\$25.01	\$31.26	\$37.52	\$52,020.80	\$65,020.80	\$78,041.60
A4	Youth Services Counselor	3580	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
A5	Youth Services Counselor Senior	1510	\$19.52	\$24.40	\$29.28	\$40,601.60	\$50,752.00	\$60,902.40
A3	Youth Services Counselor Trainee	1460	\$16.25	\$20.31	\$24.38	\$33,800.00	\$42,244.80	\$50,710.40
A4	Youth Services Counselor-JPO	3520	\$17.81	\$22.26	\$26.71	\$37,044.80	\$46,300.80	\$55,556.80
M1	Youth Services Program Manager	3560	\$31.65	\$39.57	\$47.48	\$65,832.00	\$82,305.60	\$98,758.40
S2	Youth Services Supervisor	1610	\$25.06	\$31.33	\$37.59	\$52,124.80	\$65,166.40	\$78,187.20